

The Idea that Got Me My Raise

Give Your Salesmen Automobiles

I HAVE been with my present employer just six months as chief accountant and cashier. We employed some twenty salesmen on salaries to cover the city alone, and we had a fairly prosperous business. Several times, however, it had occurred to me that, in the first place, some of the men were not putting in all their time; and, second, that, no matter if they were doing the best possible, we could cover the territory with less than half the force, and still get more business, by furnishing each salesman with a small runabout and increasing his territory.

I made this suggestion to the boss, with the request that he allow me to spend two days in the territory of each man I had spotted as a possible shirk. He advised me to try it—and I did, with the result that I located some eleven loafers, who were "laid off" forthwith. Six of the best remaining salesmen were supplied with cars, and to-day those six are taking care of the entire city and adjoining towns, and bringing in three times as much business as twenty did formerly. I am sales manager, and have doubled my former salary as cashier.

Sales Manager.

Money in Empty Boxes

MY job is in a retail shoe store. Each month we paid out ten dollars to have thousands of old paper boxes carted away. I suggested to my employer that he get a paper baler. He did—and sold the waste paper and boxes to wholesale paper dealers for \$12. Thus he made \$12 and saved \$10. Result—gain of \$22 a month.

We formerly kept all our shoes in the store, and were crowded for room. We were about to move to another store, where we should have had to pay \$35 more rent a month. I suggested that we put all our surplus shoes in our capacious basement, keeping only one pair of a size upstairs. It saved room—and \$35 a month in unnecessary rent.

A few minor suggestions added to these, and one Saturday night I found a material increase in the size of my envelop.

Shoe Clerk.

The Idea that Got Him His Wife

I WAS one of three linotype operators on a small city newspaper, each of us receiving \$15 a week. Our repeated appeals for an increase in salary had been refused by the proprietor because the linotype operators did not turn out as much work as operators in larger cities. I greatly desired a raise, as the girl I was engaged to said she would not marry me until I was earning \$25 a week.

Then the idea struck me to go to a larger city and investigate how the operators could turn out so much more work than I could. I went to Buffalo, and in the newspaper offices found that only typewritten copy was given to the linotype operators, who were thus saved the time it would have taken to study out written copy.

Returning home, I suggested to the proprietor of the newspaper that he provide his two reporters with typewriters and thus get a big increase in production from his three linotype operators. He could not see it.

I purchased a typewriter, and in six months was proficient. Then I offered to do the work of the two reporters who furnished hand-written copy for the salary the proprietor was paying one of them if the linotype operators did not increase their output at least one third. If the operators made the increase he was to pay me \$25 a week. The newspaper owner accepted the proposition.

The plan worked out my way. I secured my \$25 a week and my wife. While reporting I came in contact with the owner of the leading hotel in the city, and heard

I AM publishing here the stories of nine men. Each one tells how, by foresight, initiative, or industry, he got more money, or a better position, or both, in his particular kind of work.

In most cases the writer has asked that we withhold his name. This wish we have, of course, respected. The important thing is that every one of these stories relates an unmistakably genuine experience. And to us these stories are inspiring, because they show that all over the country, in the every-day jobs that move the world along, men are putting creative energy and ideas into their work. In each case given here the chief impulse seems to have been the true workman's dislike of waste, of inefficiency, of working under a dull, lifeless organization, rather than the motive simply of a bigger pay envelop at the end of the week. In a forthcoming issue I shall publish the best stories I have received from women on the same subject.

THE EDITOR.

him say he would like to have a man do typewriting for the hotel patrons. I jumped at the chance, and spent two hours each evening at the hotel taking the letters of traveling men. This averaged me from \$12 to \$15 a week, bringing my salary up to \$40.

My wife was economical, and in two years we laid by \$1000. While attending the foreclosure sale of a house in my capacity as reporter, I saw my opportunity and bid it in at a very low price. It was a two-family house, and in three years we had paid for it from the rent of half of it and the saving from my salary. We now have another two-family house which we are rapidly paying for.

Linotype Operator.

This Man Knew Human Nature

ONE day I got orders from my employer—I work for a firm of roofing contractors—to go with my men and help another foreman and his men complete a house they had been working on for a week. The house was to be completed that day, if possible. A barn was to be shingled too, but that was to be left for the following week.

Arriving at the house with my men, I saw that by a little extra effort we could complete both the house and the barn. When I mentioned this fact to the other foreman, his answer was that it would be impossible. I called the contractor and asked him if he would allow all the men a full day if we completed both the house and barn, regardless of what time we got through. He consented, and this is what came of it:

I told the men that all would receive a full ten hours' pay, regardless of the time we got through, if we completed both house and barn. Dividing the men so as to make the best headway, I started in, and we worked our best. The job was finished by two-thirty. Both the men and the contractor profited by this. The men received ten hours' pay for seven and a half hours' work. The contractor saved one whole day's work of ten men. My pay was raised from \$3.50 to \$4.50 a day, and at the end of the year the contractor told me that I had made more money for him than any other of his men.

Roofing Foreman.

He Put Life into Dead Capital

THE wholesale silk house in which I was employed as a stock clerk carried, among many fabrics, a line of fancy silks that had long since gone out of style, and that represented dead capital of about \$10,000. The firm calculated selling these goods at a big loss.

I asked permission of the manager to send samples of this silk to the shoe and neckwear manufacturers in different parts of the country—two trades that we had never catered to before. I received this permission, on condition that it would not interfere with my other work.

The first twenty-five letters brought \$600 worth of business, and inside of two months' time I had disposed of the entire lot, having received many re-orders. This

simple method got me a raise of \$3 a week, and later resulted in the development of a tie-silk and shoe-cloth department in which I hold a good position to-day as a salesman, having in one year more than doubled my salary.

Stock Clerk.

Stopping the Company's Leak

I WORK for a large Eastern railroad whose plant covers many acres of land in New Jersey. The company employs what it calls an "outside material man," who takes charge of all the iron, steel, wheels, axles, and all the other heavy materials used in the repairing of cars and locomotives. This man is supposed to keep an accurate account of all materials disbursed, and to get the proper tickets for them, so that the material may be charged to the proper engine, car, or job. I discovered that there was no way to check this man's reports, and also that at nearly every inventory the account was short.

Various schemes had been employed to stop this leakage, but none was entirely successful. I suggested to the storekeeper, one day, that the outside man keep a careful record in a ledger of the materials disbursed, and send the charge tickets to the office I was in, where I would have the weights verified and take a record of the materials myself. At the end of each month I would take his ledger and compare it with mine. Whenever there was a shortage, it would be an easy matter to get a record of what had been put on each car or engine passing through the shops. If there was anything on this record that I did not have a charge for, I could then show the foreman where he had used the material but had not given a charge ticket to cover. This plan is working so well that there is now a clear record and no shortages, and consequently on the 1st of January I received a raise.

Railroad Plant Employee.

He Fired About Half the Force

A LITTLE over six months ago I went to work for a certain brokerage concern. I have just inaugurated economies which will result in a saving of about \$3000 a year, and have been rewarded with a raise of \$500. This is how I did it:

I was employed as one of three bookkeepers. In the same large room were two blotter clerks, a statistical and filing clerk, two mailing clerks, and two stenographers. I soon noticed that the work of the bookkeepers was heavy in the morning and light after 3:30 p. m. except at the end of the month. I also saw that the blotter clerks, who figure the purchases and sales, were quite inactive until after the close of the stock market, when they were rushed to death. It was evident that, for some reason, a great amount of work was held up and put through after the close of the market. I resolved to remedy that, and soon found that it was caused by the

laxness of the order clerk. He had been holding back the orders and making them all out after 3 p. m. I suggested that they be sent through immediately upon execution; and the rush at the end of the day soon became much less violent.

I next suggested that, as the bookkeepers' work was light in the afternoon, one bookkeeper could shift over and take the place of a blotter clerk when the latter's work was heaviest; I took over this work myself. This arrangement made it possible to dispense with one of the blotter clerks, a saving of \$22 a week. Then I persuaded one of the bookkeepers to handle the mail in the late afternoon. In this he took the place of two small boys who had received together \$16 a week. He received an additional \$5 and handled the work more efficiently. I found that the two stenographers could alternately take the place of the filing clerk in their spare time in the morning, and thus save \$10 a week. In other words, a redistribution of the work of the department meant a saving of four unnecessary salaries, amounting in all to \$43 a week.

The firm had been paying about \$15 a week for supper money to clerks working after 6 p. m. With the elimination of the two boys in the mailing department and the general speeding up all around, this expenditure was dispensed with and everybody was happier.

Bookkeeper.

He Got His Raise through Faith

MY first raise in salary came when I had launched an extensive building program for a certain congregation. My previous salary had been \$54.16 $\frac{1}{2}$ a month, and, owing to my faith in undertaking the building of an \$18,000 church with no great financial backing in sight, one member made a motion that the pastor's salary be increased to \$55 per month. The motion was passed. We built the church and bought a parsonage besides.

My last raise came when the subject of the parsonage was broached. We could purchase an old house next door to the church for a reasonable price; but our treasury was empty. I was in favor of buying the property, and subscribed personally \$300 toward the house, this sum to be paid in instalments. This action on my part stimulated the members to such a degree that the house was purchased. Before, I had to pay rent and was troubled; now I have a free house, and am happy. This I consider my last raise in salary, for it saves me \$240 every year.

Pastor.

This Man Invented Something

WHEN I was nineteen years old and getting \$2 a day, it was part of my work to line (or babbitt) bearings for railroad cars.

The New York Central Railroad was having trouble with the bearings in the cars used on the Empire State Express, owing to the great speed at which the trains were run. The bearings that the axles revolve in, and which bear the weight of the car, would get hot, and frequently would burn out and have to be replaced during the trip. The best mechanics and engineers had worked on the problem and had tried many things; but, so far, all had failed.

I discovered that a composition of lead and block tin would give much better results than anything so far tested. When I told the manager of my discovery, he ordered a trial made of it. The results were satisfactory. The composition was adopted at once, and I soon got a raise in salary. But the important point to me was that this incident gave me confidence in myself and proved that there is a chance to succeed, no matter who has tried and failed. I am now conducting a successful business of my own.

Railroad Employee.